

## DESOTEC – R&D Manager

### R&D Manager

At DESOTEC, our mission is to build a cleaner, greener world for all. As an R&D Manager, you'll play a pivotal role in overseeing part of our R&D team that focuses on applications. You'll ensure that projects align with our organizational strategy and foster a culture of innovation. Your leadership will be essential in guiding our team to achieve impactful results and support our growth objectives. Join us in driving positive ecological change across industries.

### Who is DESOTEC?

DESOTEC is an international environmental services company that helps protect the planet with sustainable mobile filtration solutions for the purification of liquids and gases.

We have approximately 450 employees, united in Generation D., who are all committed to helping protect the planet by driving positive ecological change across all industries.

Private equity funds managed by Blackstone acquired DESOTEC in 2021.

### Why are we looking for an R&D Manager Application?

We are looking for an R&D Manager due to our growth and our commitment to further optimizing our R&D team. We want to add a senior profile who can support the R&D application and product development team and also assist our R&D Director in achieving our ambitious goals.

### What do you do as R&D Manager Application at DESOTEC?

As an R&D Manager Application at DESOTEC, you will:

- **Focus on application and product development:** You will lead the team developing and validating high performant products, primarily based on activated carbon. In addition, you will lead the optimization and customer support efforts in all application areas: biogas purification, PFAS removal, VOC removal, odor control, remediation and waste water treatment.
- **Develop and Implement Strategies:** Collaborate with the R&D Director to develop and implement innovation and improvement of R&D strategies that align with our company's goals.
- **Manage Budgets and Resources:** Oversee and determine project budgets, prepare business cases, allocate resources efficiently, and ensure that financial targets are met.
- **Set Priorities and Milestones:** Establish project priorities, define clear milestones, and ensure that the team meets deadlines and achieves objectives.
- **Lead Key R&D Projects:** Take ownership of strategic, high-impact research and development projects involving cross-functional teams and external stakeholders. Ensure these projects are executed effectively, from concept to completion, by defining goals, monitoring progress, and delivering results that drive innovation and support the company's growth.

- **Coach and Mentor Team Members:** Provide scientific guidance and mentorship to your team, fostering a collaborative and supportive work environment.
- **Liaise with External Partners and Other Departments:** Work closely with other departments to ensure that R&D efforts are aligned with overall organizational goals and objectives.
- **Act as a Representative for DESOTEC's Application R&D Team:** Share research insights through webinars, speak at industry conferences, and participate in customer visits to effectively communicate the team's expertise and build strong relationships with internal and external stakeholders.
- **Technology screening:** Identify, analyze and map complementary and competitive technologies with the support of your team

## What does your team look like as R&D Manager Application?

As R&D Manager Application, you will join a team of 7 wonderful, driven R&D colleagues in Rumbeke, Roeselare. You report to our R&D Director and you have 3 direct reports yourself.

## Who are you as R&D Manager Application at DESOTEC?

- You have a Master's, Engineering or PhD degree in a scientific field.
- You have experience in the field of activated carbon or our key application areas: biogas purification, PFAS removal, VOC removal, odor control, remediation and waste water treatment.
- You are fluent in English and Dutch.

You have experience as a visionary leader with the following key traits:

- **Leadership:** Ability to guide, inspire, and motivate the team.
- **Organizational Agility:** Skill in navigating and managing within a dynamic environment.
- **Decision-Making:** Capacity to make informed and effective decisions.
- **Strategic Foresight:** Aptitude for planning and anticipating future challenges and opportunities.
- **Risk Management:** Expertise in identifying, assessing, and mitigating risks.
- **Technological Adaptation:** Ability to stay updated with the latest technological advancements and incorporate them into the R&D processes.

If you can't tick off all the boxes, but you do recognize yourself in our three core values Teamwork, Excellence and Devotion, then we definitely invite you to take a chance and apply!

## What's in it for you?

It goes without saying that you get a lot in return in exchange for your unbridled dedication and enthusiasm:

- A competitive salary – We guarantee you a (more than) competitive base salary, depending on your experience.
- Fringe benefits – To optimize your salary package, you can count on a company car with charging card, a smartphone with a mobile subscription, a generous net expense reimbursement, meal vouchers, group and hospitalization insurance (AG Insurance), a non-recurrent CAO90 bonus, two annual gross bonuses, and the option for bicycle leasing after one year of service.
- Discounts through partnerships – As part of the Blackstone group, all internal DESOTEC employees also enjoy discounts on BRE-Hotels (a collection of Blackstone-owned hotels and resorts). Through Benefits at Work you get discounts at Center Parcs, Zalando, bol.com, Krëfel, Decathlon and many more.

- Work-life-balance / hybrid working – You work during flexible hours and, with the approval of the R&D Director, have the freedom to work in your home office for a maximum of 2 days per week after a training period.
- Time off to schedule freely – At DESOTEC there is no collective closure. You enjoy 23 paid vacation days and have the freedom to take 10 unpaid vacation days on top of that. This way you can increase your number of vacation days to 33 days!
- Personal & professional growth – You will have every opportunity to immerse yourself in your new role, but also to grow personally and professionally through an extensive range of training courses.
- Fun and relaxation – You will regularly be invited to one of the many afterworks and other fun activities. Each team also gets a team building budget – it's up to you how you spend it!

## **Our purpose and mission?**

At DESOTEC, we are committed to building a cleaner, greener world for all. We strive to helping protect the planet by driving positive ecological change across all industries. Witness our mission with your own eyes in the DESOTEC purpose movie.

Curious to find out more about your potential future employer? Check out [www.desotec.com](http://www.desotec.com) and follow us on LinkedIn, Facebook and Instagram via @desotec.

<https://www.desotec.com/en>